

Amendments to the Claims

Claim 1 (Original): A method of developing criteria of performance for a job position comprising:

- (a) defining a set of observable behavioral characteristics relevant to a performance in jobs;
- (b) Surveying a set of subject matter experts having knowledge or experience relevant to the job to derive how said characteristics relate to the job;
- (c) Defining the job based on said surveying.

Claim 2 (Original): The method of claim 1 wherein the characteristics are related to behaviors.

Claim 3 (Original): The method of claim 1 wherein the characteristics are related to attitudes.

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Claim 4 (Original): The method of claim 1 wherein the characteristics are related to behaviors and attitudes.

Claim 5 (Original): The method of claim 1 wherein the characteristics are related to beliefs.

Claim 6 (Original): The method of claim 1 wherein the set of persons comprises one or more persons.

Claim 7 (Original): The method of claim 1 wherein the step of surveying comprises providing a set of questions to the subject matter experts, the set of questions being pre-correlated to deriving the importance of said characteristics for the particular job.

Claim 8 (Original): The method of claim 1 further comprising preparing a report based on the surveying.

Claim 9 (Original): The method of claim 8 further comprising surveying a potential applicant for said job to derive how said characteristics relate to said potential applicant.

Claim 10 (Original): The method of claim 10 further comprising comparing the surveying of the potential applicant with the surveying of the set of subject matter experts.

Claim 11 (Original): The method of claim 8 further comprising surveying existing employees regarding said job to derive how said existing employee's demonstration of the said characteristics relative to said jobs.

Claim 12 (Original): The method of claim 11 wherein the existing employees include the set comparing employees in said job, employees subordinate to said job, employees superior to said job, customers interfacing with said job, peers to said job.

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Claim 13 (Original): The method of claim 12 further comprising surveying a set of existing employees regarding said job to derive how said existing employees demonstrate said characteristics relative to said job.

Claim 14 (Original): The method of claim 12 further comprising providing feedback to a said existing employee in said job based on the surveying of existing employees.

Claim 15 (Withdrawn): A method for identifying competencies (soft skills) required for superior performance for a given job comprising:

determining a Set of Competencies;

presenting a Position Survey to one or more persons having prior familiarity with the position;

deriving performance criteria relative to said position from the Position Survey;

reporting said performance criteria.

Claim 16 (Withdrawn): An system for identifying competencies (soft skills) required for superior performance for a given job comprising:

A computer having a memory;

Software operatively associated with said computer and memory;

The software generating a survey for one or more incumbents in a given job or position, the survey being based on a set of observable behaviors for performance in jobs;

The software compiling answers to said survey and generating a report that characterizes the job or position based on the observable behaviors.

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Claim 17 (Withdrawn): The system of claim 16 wherein the software further generates a survey for an applicant for said job or position, the survey being based on the set of observable behaviors.

Claim 18 (Withdrawn): The system of claim 17 wherein the software further generates a report characterizing the applicant relative to the observable behaviors.

Claim 19 (Withdrawn): The system of claim 18 wherein the software further generates a survey for any of the set comprising incumbents in the job or position, co-workers to the incumbent, superiors to the incumbent, or subordinates to the incumbent, the survey being based on the set of observable behaviors..

Claim 20 (Withdrawn): The system of claim 19 wherein the software further generates a report characterizing the incumbent relative to the survey of claim 19.

in Applicants' Specification, it is believed this difference can be meaningful by focusing more on finding what is important for high performance in the job than on how an applicant for the job responds to requests for information.

It is therefore respectfully submitted that the '880 patent does not anticipate Applicants' claim 1 under § 102.

Claims 2-14 are dependent from independent claim 1. Therefore, it is respectfully submitted that claims 2-14 are not anticipated by the '880 patent for reasons expressed in support of their independent claim 1.

#### IV. CONCLUSION

It is respectfully submitted that all matters raised in the Office Action have been addressed and remedied and that the application is in form for allowance. Favorable action is respectfully requested.

A one-month extension of time is herein requested and authorization is given to charge the required amount of \$55.00 to Deposit Account No. 26-0084. No other fees or extensions of time are believed to be due in connection with this amendment; however, consider this a request